

# 2008-2009 PERFORMANCE PLAN – Portfolio Manager / Alternative Investments (D. Knueven)

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## *Quantitative Performance Measures*

Weight	Factor	Performance Measure	Incentive Schedule
70%	AIM Program Performance vs. AIM Benchmark	AIM portfolio investment performance ranking in the Venture Economics young fund universe for measured time period. Identifiers:  Performance and benchmark compiled quarterly by Wilshire.	Top 50% = 0 (min) Top 40% = .75 (mid) Top 30% = 1.5 (max)
70%	Subtotal	Quantitative Measures	

## *Qualitative Performance Measures*

Weight	Factor	Performance Measure	Incentive Schedule
15%	AIM Priorities	Evaluate AIM Venture Capital investment portfolio and strategy and recommend changes as necessary. Submit written report to SIO by June 30, 2009.	From Schedule

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## *Qualitative Performance Measures (cont.)*

Weight	Factor	Performance Measure	Incentive Schedule
15%	Leadership	<p>Demonstrate a commitment to leadership and ongoing communication within the Investment Office and in the external investment community as follows:</p> <ul style="list-style-type: none"> <li>• <b>Employee Performance and Development</b> – By 6/30/09 ensure 90% completion rate for annual performance appraisals and employee development plans.</li> <li>• <b>Employee Mentoring and Recognition</b> – By 6/30/09, take proactive steps to coach and mentor employees, provide succession planning, and acknowledge staff (e.g. through activities such as providing training and development opportunities, holding recognition events, and effectuating the transfer of knowledge)</li> <li>• <b>360 Feedback Process</b> – <ul style="list-style-type: none"> <li>• By 12/1/08 begin the individual 360 feedback survey assessment process.</li> <li>• By 2/1/09 identify one to two areas of personal development.</li> <li>• By 6/30/09, participate in all personal coaching sessions provided and complete the development opportunity identified.</li> </ul> </li> <li>• <b>Investment Office Strategic Initiatives and Cultural Alignment</b> – Ensure the successful implementation of the strategy and cultural alignment efforts by completing the following: <ul style="list-style-type: none"> <li>• By 9/30/08, identify from our cultural profile an area in which we need to improve our culture and implement an improvement in my area by 3/30/09.</li> <li>• By 12/31/08, participate in a cultural reinforcement session with the Investment Office.</li> <li>• By 6/30/09, participate in the implementation of at least one Investment Office strategic initiative.</li> <li>• By 6/30/09, contribute to healthy dynamics and cultural alignment in the Investment Office (e.g. by demonstrating productive participation in meetings, communicating across asset classes, and clearly setting and communicating priorities)</li> </ul> </li> <li>• <b>External Investment Community</b> – By 6/30/09, represent CalPERS in the external investment community through a meaningful and substantive engagement as follows: <ul style="list-style-type: none"> <li>• Serve on at least one external board or committee; or</li> <li>• Conduct at least one presentation at conference or similar event; or</li> <li>• Write an article.</li> </ul> </li> <li>• <b>Diversity</b> - By June 30, 2009, actively promote and achieve diversity among our investment partners and staff by doing at least two of the following: <ul style="list-style-type: none"> <li>• Participate in at least one event designed to recruit staff to CalPERS</li> <li>• Participate in at least one outreach, education, or networking event that supports diversity in the public pension fund partner/manager community</li> <li>• Identify and gain approval for a diversity related initiative or project in the Investment Office or in the CalPERS enterprise(e.g., identify and implement a new emerging manager program, suggest and obtain approval for an outreach or educational event, identify and eliminate a requirement in an existing program that may serve as an artificial hurdle for new and emerging firms, or identify and implement an expansion or enhancement to an existing diversity program or effort)</li> </ul> </li> </ul>	From Schedule
30%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	